

12/30/87

SENATE SELECT COMMITTEE ON INTELLIGENCE

STATEMENT OF THE NAPA STUDY OBJECTIVES

OBJECTIVE

The objective of the study is to assess the adequacy of current and planned civilian personnel policies, plans and programs including compensations of U.S. intelligence departments, agencies and divisions to accomplish their respective missions to the year 2000.

Secondly, the study should compare the personnel and compensation systems for civilian personnel in these intelligence departments, agencies and divisions with due regard to the different missions, risks, job requirements and environments in which these missions must be accomplished.

Thirdly, the study should compare the civilian personnel and compensation systems and missions of the intelligence departments, agencies and divisions with the federal civil service personnel and compensation systems and missions in order to assess the need for expansion, maintenance or

reduction of the intelligence systems or parts thereof.

MISSIONS

The principal missions upon which the study should focus are:

1. Clandestine and overt human intelligence collection;
2. Foreign counterintelligence;
3. Development and operation of technical intelligence collection and dissemination programs; and
4. Analysis, production and dissemination.

ISSUES

External and internal issues impact the ability of intelligence entities to recruit and retain personnel to accomplish intelligence missions effectively. The following external and internal issues, identified by the Senate Select Committee on Intelligence in its preliminary analysis of

intelligence personnel systems, while not inclusive, should be more clearly identified and assessed for their impact on the several intelligence missions.

1. External Issues

- a. The adequacy of a qualified national work force to meet intelligence personnel mission requirements;
- b. Competition from the private sector - fact or fantasy?
- c. Competition with the federal civil service - has there been, will there be if the intelligence agencies change their compensations/benefits?
- d. Long-range impact of Congressional personnel authorization levels on personnel planning, missions, recruiting, retention.
- e. Impact on recruiting and retention of Congressional changes in federal pay and benefits.

2. Internal Issues. The study should assess the adequacy and effectiveness of the following for missions assigned:

- a. Personnel planning and organization
- b. Recruiting and selection
- c. Training and education
- d. Pay and benefits
- e. Retention
- f. Human resource management
- g. Contracting out for personnel services
- h. Retirement policies and compensation

DEPARTMENTS, AGENCIES AND DIVISIONS

The civilian personnel systems of the following are to be included in the study:

- o Central Intelligence Agency

- o National Security Agency
- o Defense Intelligence Agency
- o Bureau of Intelligence and Research,
Department of State
- o Foreign Counterintelligence Division, Federal
Bureau of Investigation
- o Intelligence Divisions of the military
departments

REPORTS

A final report should be completed by 20 January 1989.

1. **Interim Report.** Interim reports are expected by April and September 1988. The purpose of the interim reports to provide a means for an assessment by Congress of new or substantially modified programs and compensations planned for early implementation.
2. **Final Report.** The final report should consist of:

- a. A comprehensive identification of external and internal issues impacting the ability of the intelligence entities to perform their missions effectively;
- b. An assessment of the adequacy of personnel policies, plans and programs of each of the intelligence entities identified to perform their respective missions to the year 2000;
- c. A comparison/contrast on the civilian personnel systems of the intelligence entities identified;
- d. A comparison/contrast on the civilian personnel systems of the intelligence entities, in general, with the federal civil service; and
- e. Recommendations for legislative, regulative or other changes as NAPA determines advisable.